

FY 2024 NHRS THREE-YEAR STRATEGIC PLAN – PRIORITIES

Approved June 13, 2023

JULY 2023 – JUNE 2026

2023-2024 (FY 24)

- Continue to enhance IT security.
- Complete project plan milestones for LRS Pension Gold (PGV3) project.
- Develop and implement a comprehensive communication and education program for employers with respect to PGV3 implementation.
- Develop and document succession plan at all levels, with particular focus on senior positions.
- Continue to enhance member interface to include newer employees/members in the NHRS system.
- Build on the outstanding communication with all internal and external stakeholders, including the state legislature.
- Complete actuarial experience study based on the four-year period ending June 30, 2023.
- Develop a comprehensive 5-year strategic plan for the Investments department

2024-2025 (FY 25)

- Review and adjust the three-year strategic plan as appropriate.
- Evaluate potential enhancements to PGV3.
- Complete implementation of (non-PGV3 reliant) data security enhancement recommendations
- Certify FY26-27 employer contribution rates.
- Complete actuarial audit of experience study.
- Update the NHRS Investment Manual and Policy & Procedures.

2025-2026 (FY 26)

- Evaluate progress on all objectives and initiatives over prior 24 months to determine what has been achieved and what still needs to be addressed.

NOTES

- Plan does not address day-to-day issues such as managing implications of legislative action or litigation outcomes, which may be material, but are entirely unpredictable. Also, see KPMs for performance measures.
- FY 25 and FY 26 will be reviewed and adjusted depending on results of FY 24.

Our Mission: To provide secure retirement benefits and superior service.